

10 October 1967

25X1A Meeting with [REDACTED] Field Chiefs

25X1A Joint discussion lead by [REDACTED]

25X1A [REDACTED] presentation:

He is now Special Assistant to DDI.

A major responsibility now being worked upon is the effect of the CIA "60 year" retirement policy on the DDI, over the next 5 to 10 years.

He commented that the Policy encourages retirement at 60 or as soon as possible thereafter.

25X1A 335 retirees in the next 5 years (15% of these are in the [REDACTED])

Government studies reflect the tendency within the government to lower the age of retirement.

Agency has not had a serious challenge to this policy as yet. Also reflected upon number of cases posing problems and considered injustices from employees who have received the letter.

Memo sent to the Deputies on the application of the policy in July 1964

\* \* \* \* \*

25X1A Responses to [REDACTED] questions:

The early retirement policy hasn't done more harm than good. None government companies and organizations are shifting in the same direction.

25X1A [REDACTED] Chiefs believe we should prescribe and stick to the policy and then be more liberal with individuals.

Briefing of Col. [redacted]

9 October 1967

25X1A

Date and subject of new assignment - part time until 18 September 1967 when [redacted] replaced me on historical activities.

Meetings with Deputies to discuss nature, purposes and timing/phasing of Retirement Counseling Program; also to request the detail of two or three officers

Suggested cases reviewed, individuals interviewed, approved individuals designated and informed. (Two reported part time prior to September; first Task Force group meeting 18 September; six officers now at work and two additional under consideration.) Space but no offices as yet; desks 22 Sept., safes 29 Sept. Now in mainly fact-finding and early developmental phase.

At same time that planning is moving ahead for the establishment of an effective Retirement Counseling Program, early priority actions have been identified and requirements levied on Task Force officers.

am

- a. A draft notice announcing the launching of the RCP/TF effort and action now being taken with 1967 retirees, in second draft and being coordinated.
- b. Questionnaires for 1967 retirees developed and in use; 20 in 2 weeks - 30 more by end of Oct.
- c. Questionnaire for all retirees - probably am to be issued annually covering last five years, in third draft, and checking with career services.
- d. 20 seminar subjects have been identified and are being weighed as to content; timing of presentation; composition and size of group; outside speakers. Seminar for 1968 retirees now being organized for early 1968; announcement probably by end of November 1967. It will include at least health, financial, estate and other legal subjects affecting the retiree.
- e. Two Retirement Reading Rooms have been designated; a bibliography/reference list has been developed, refined and coordinated both in and out of the Agency. The books, periodicals and pamphlets have been ordered and many are already on hand and in use. Security has concurred in the use of these rooms and the material by wives as well as the retiree.
- f. An interviewing kit has been assembled for use in interviewing 1967 retirees (it will undoubtedly be refined for later groups). It includes:
  - The Employee Bulletin on financial and estate matters
  - The Dos and Don'ts in searching for reemployment
  - An Retiree's Check list

Fields of concentration in the development of the Agency RCP.

RCP initial plan by spring 1968; testing through 1968

\* \* \* \* \*

Col. White was complimentary in his remarks at the conclusion of the presentation. He stated that he was "encouraged to note the progress and concepts involved in our thinking and planning (RCP/TF), and added that we were on the right road".

He questioned whether it would in the end be possible to set up the part-time work and part-time study arrangement being used in HSW Dept., and also conjectured that the "retirement with re-employment rights" concept being experimentally applied in the Dept. of Agric. would be feasible in CIA. He stated quite flatly however, that all possibilities for assisting that retiree should be carefully and thoroughly examined and applied if sound and pertinent.

Col. White made the shortage of ceiling slots and the need to fill retirement counseling program personnel requirements through the continued use of detailees a state of reality for this and other personnel work. He was given a quick statistical run-down by Mr. Echols of the work loads of the Technical Support Branch and the Out Placement Branch with a strong pitch for additional bodies. However, in light of the above O/Pers was told to get along with what they had with the exception of completely new activities. Mr. Echols added that of the six ceiling slots given for the RCP one had been allocated in the Out Placement work because of the great increase in their work load, as a result of the RCP, in the very near future.

Col. White did a bit of philosophizing and stated that "we" (Agency supervisors and CS systems) shouldn't be hard nosed about the "retirement at 60" policy application. He added that the DCI's gut reaction is to be tough on the principle but tend to be lenient on the application in individual hardship cases. The DCI personally reviews requests for extensions and he does not wish to have the Ex-Dir relieve him of this responsibility.

Col. White firmly believes the policy on 60-and-out is OK and will stick.

A last word of caution from Col. White was that we should be extremely careful not to lead retirees into thinking that he would be getting lots of benefits

from the RCP. We made that mistake when the CIA Career Service program was set up and from which few if any benefit s have resulted.

4 October 1967

Meeting with Office of Finance -  
Staff and Career Service officers

25X1A

Bob Fuchs and [REDACTED] discussed various subjects being given consideration in Congress - bonus possibilities, sick leave applications (pay, employment extension), severance pay.

OF thinks there is a good possibility that the Agricultural "retirement with re-employment rights" experiment holds promise for the Agency. [REDACTED] noted that "a guy can fly but sometimes doesn't know it"; he needs such an opportunity to test himself with one foot still on home base. 25X1A

Too successful an early retirement program may work against us.

It was suggested that a committee be established to assemble and weigh the effects of lowering the retirement age. OF would rather retain a number of their careerists at age 60.

OF retirees have commented that "If we aren't important to the Agency or any longer valuable employees, how do we reach the conclusion that we will be employable to others?".

\* \* \* \* \*

25X9

Of the above it is expected that 136 will retire in 10 years.